Partnering to Improve Hawai'i's Education-to-Workforce Pipeline

EARLY CHILDHOOD   K-12   POSTSECONDARY   WORKFORCE
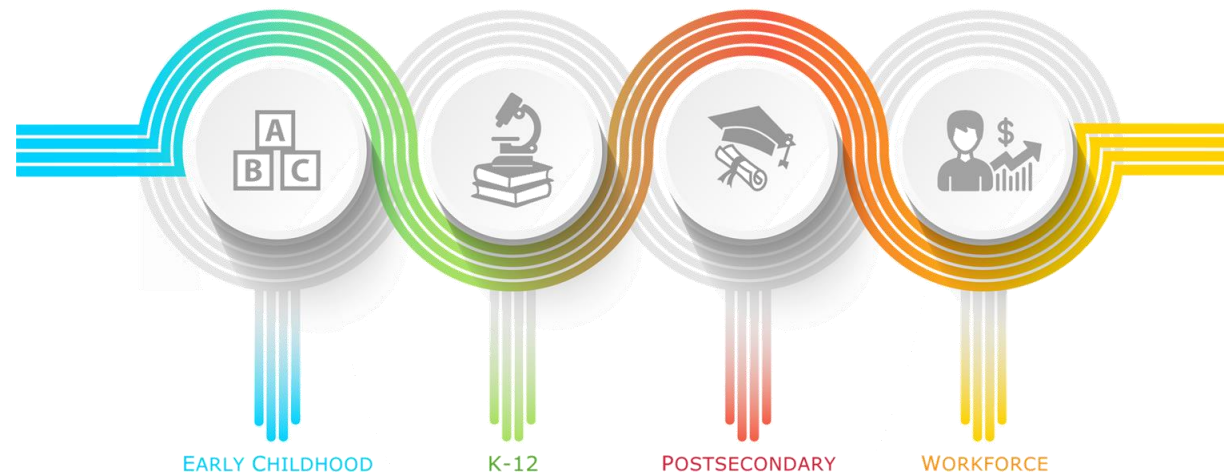
Workforce Development Council
October 4, 2018

Stephen Schatz
Executive Director
Hawai'i P-20 Partnerships for Education

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Data eXchange Partnership

Who

Hawaiʻi Data eXchange Partnership (DXP)

Hawaiʻi State Department of Education
University of Hawaiʻi
Department of Labor and Industrial Relations
Hawaiʻi State Department of Health
Department of Human Services

What

Partners share data in the Statewide Longitudinal Data System (SLDS)

Managed by Hawaiʻi P-20 Partnerships for Education

Why

- Understand how students progress through the pipeline
- Make better informed decisions to reduce achievement gaps
- Create policies and programs to improve outcomes

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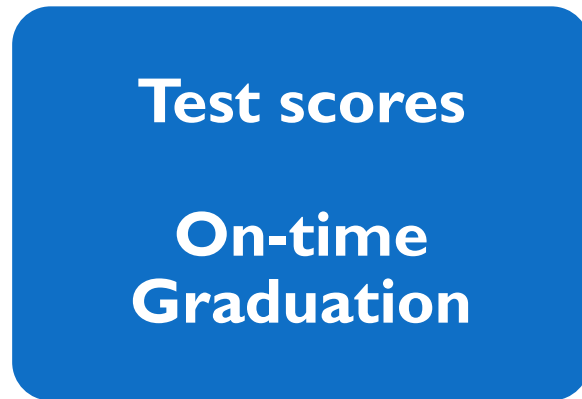
Protecting the confidentiality of data is a foundational commitment.

Adhere to all state and federal laws and agency policies

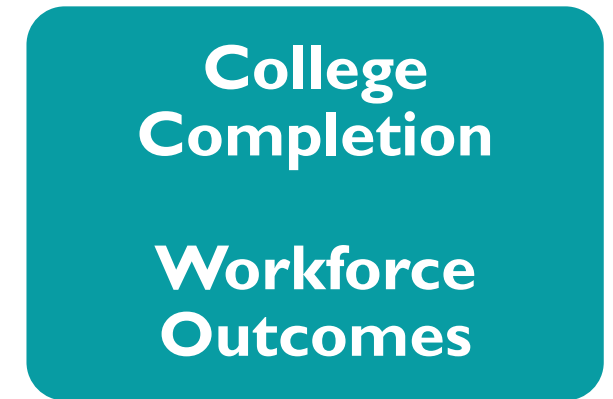Data are de-identified or summarized

Active data governance program

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Where we started

Initial exploration

Current focus

Test scores

On-time Graduation

College Access

Remediation

College Completion

Workforce Outcomes

Achievement gaps
Who is underperforming?

Opportunity gaps
Why are they underperforming?
What opportunities and supports will improve outcomes for these students?

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For every 100 9th graders

9th grade cohort for the Class of 2013

82

**Graduated
On Time**
(by SY2012-2013)

46

**Enroll in
College
First Fall**
(Fall 2013)

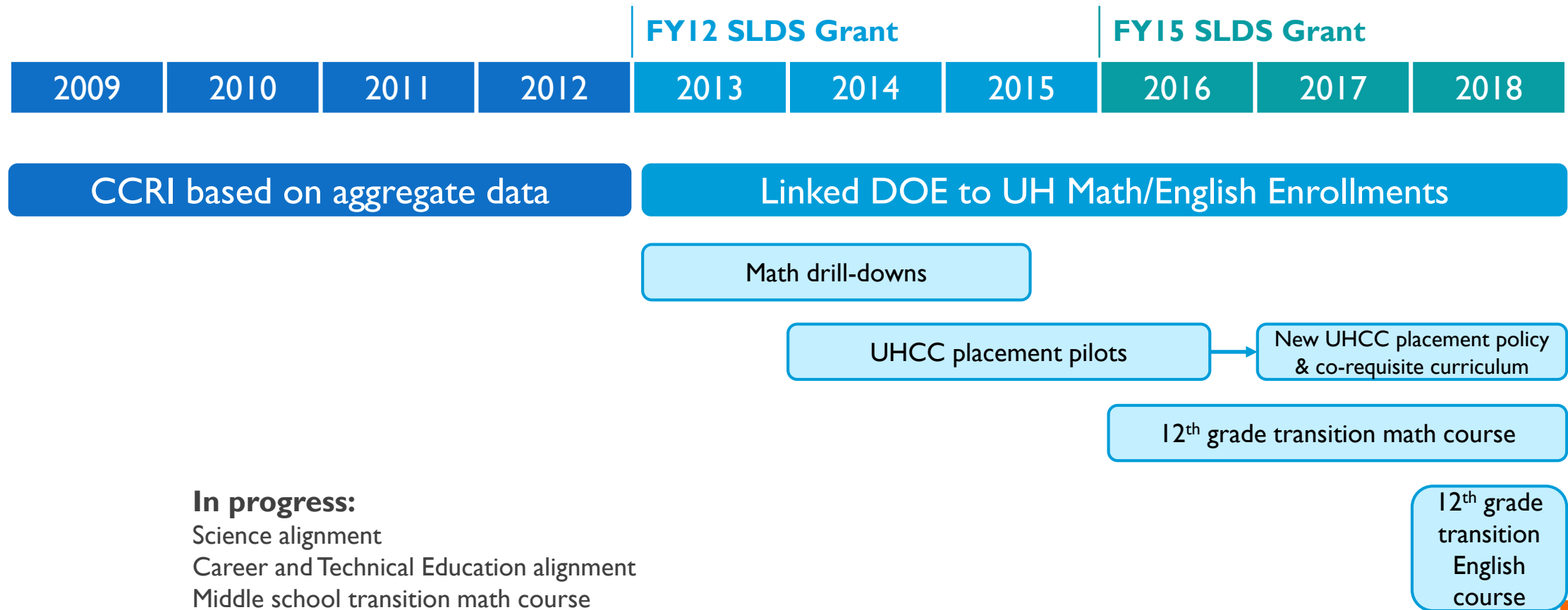**35**

**Persist
2nd Fall**
(Fall 2014)

17

**Completed
a Degree or
Certificate
within 4
years of
high school**

…6-year completion TBD

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How prepared are DOE graduates for college-level work?

How has data informed policy and program development?

				FY12 SLDS Grant			FY15 SLDS Grant		
2009	2010	2011	2012	2013	2014	2015	2016	2017	2018

CCRI based on aggregate data   **Linked DOE to UH Math/English Enrollments**

Math drill-downs

UHCC placement pilots → New UHCC placement policy & co-requisite curriculum

12th grade transition math course

12th grade transition English course

In progress:
Science alignment
Career and Technical Education alignment
Middle school transition math course

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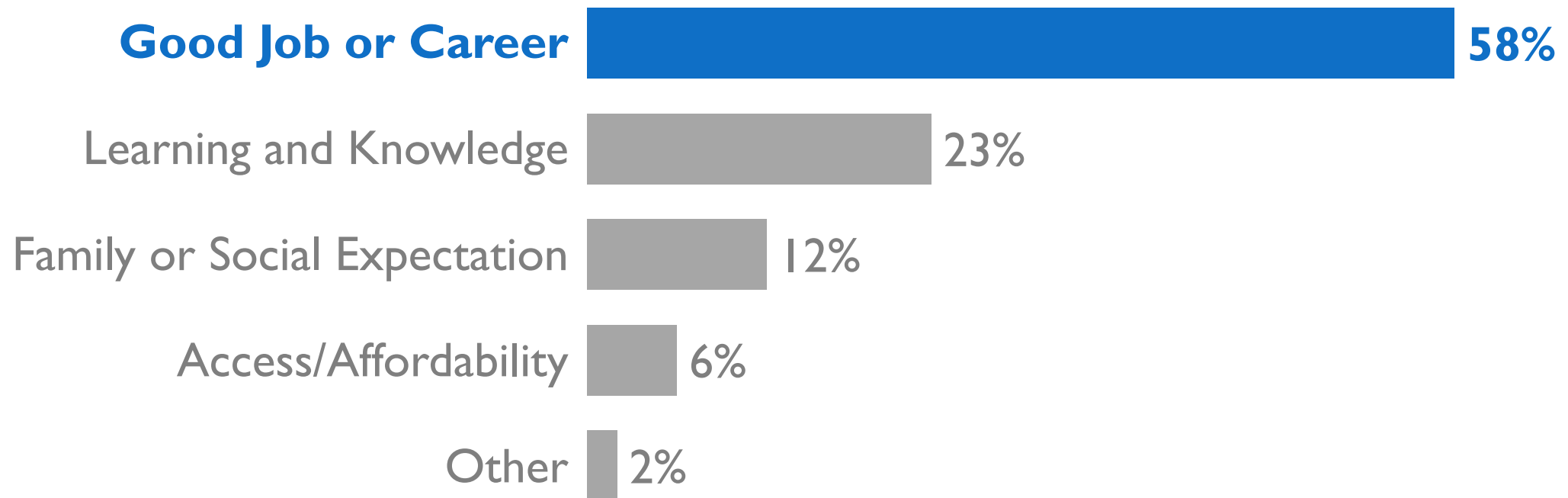# More DOE graduates are enrolling in college-level English and Math at UH.

College-level includes credit earned in high school.

UH placement policy now allows multiple measures (e.g., GPA, grades, test scores) for placement. Policy changes may influence trend.

College-Level English 65%

College-Level Math 39%

48%

52%

29%

35%

Class of

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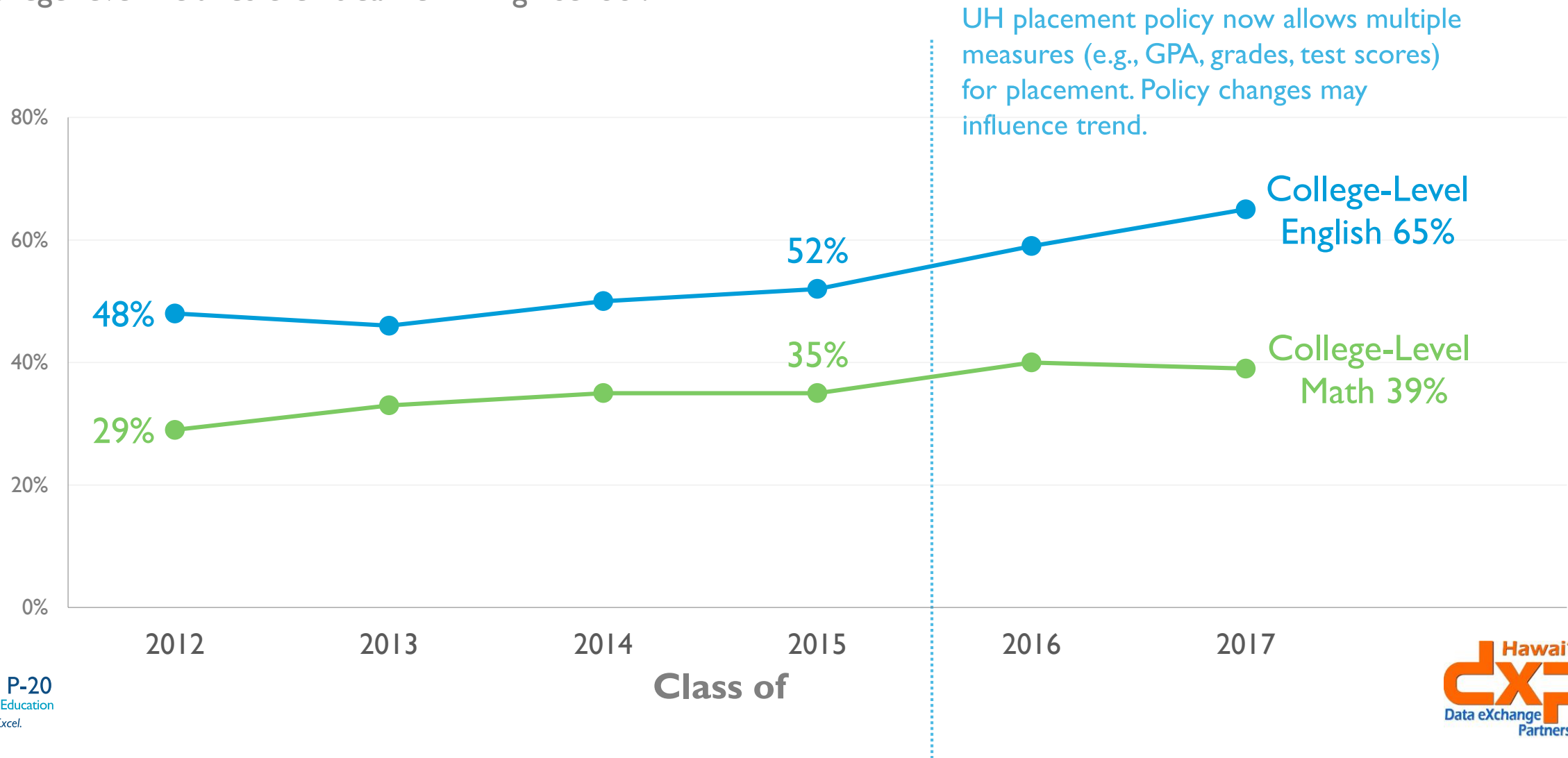
College readiness and career readiness are connected.

Main Reason for Choosing Your Highest Level of Education

Good Job or Career — **58%**

Learning and Knowledge — 23%

Family or Social Expectation — 12%

Access/Affordability — 6%

Other — 2%

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Are DOE graduates working after high school? Where are the gaps in data?

Class of 2009, 2010 & 2011

~34,000 graduates

DOE Graduates

Not enrolled at UH

Unable to track into workforce

56% enrolled at UH at any time in the 6 years after high school

~19,000 graduates

Enrolled at UH

Not found working

95% of UH attendees found working within 6 years of high school

~18,000 graduates

Working in Hawaiʻi

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UH-to-Workforce Dashboards

hawaiidxp.org/data/work

University of Hawaiʻi graduates found in Hawaiʻi's workforce

Legend:
- Certificate
- Associate
- Bachelor/Post-Baccalaureate Certificate
- Master/Graduate Certificate
- Doctorate/Professional Degree

University of Hawaiʻi graduates median wage
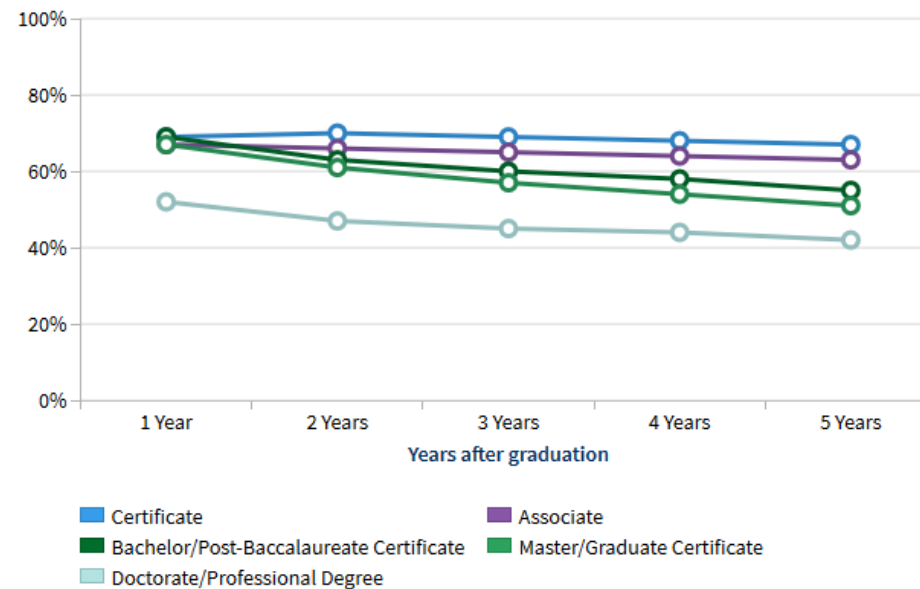
Legend:
- Doctorate/Professional Degree
- Master/Graduate Certificate
- Bachelor/Post-Baccalaureate Certificate
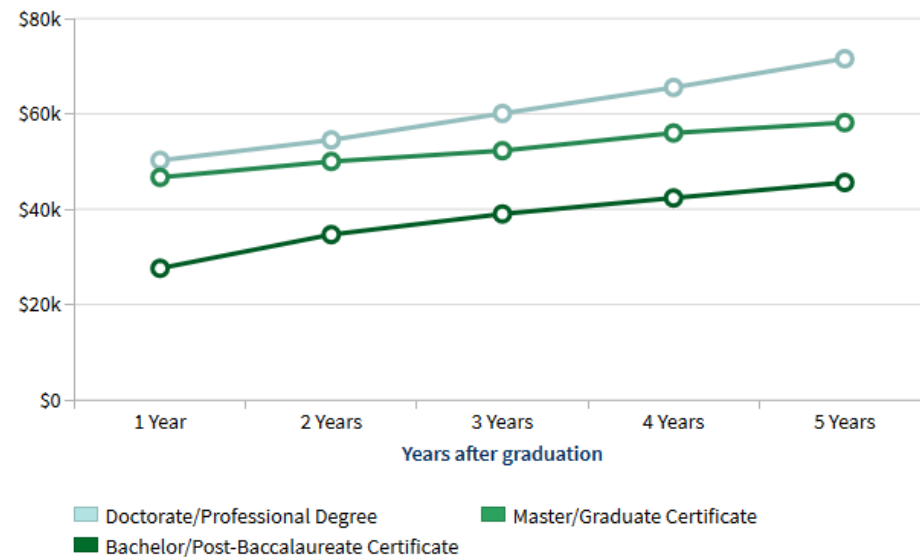
Partnerships beyond public education

Connect to Careers

Sector Partnerships

Work-based Learning

Harold K. L. Castle Foundation
• Pearl City-Waipahu Complex Area
• Chamber of Commerce Hawaii

• Kapaa-Kauai-Waimea Complex Area
• Kauai Planning & Action Alliance

• Baldwin-Kekaulike-Maui Complex Area
• UH Maui College

Kamehameha Schools
• Campbell-Kapolei Complex Area
• KUPU

What questions about how education programs connect to Hawaiʻi's workforce can be answered?

CULINARY/HOSPITALITY EXAMPLE

How many DOE Culinary/Hospitality concentrators directly enroll in these programs at UH?

What industries are UH Culinary/Hospitality graduates working in?

What are the wages of UH Culinary/Hospitality graduates?

Less than 10% of DOE graduates completed a CTE program of study in Culinary or Hospitality.

DOE Graduates   11,216   10,927   11,003   10,887

CTE Concentrators 3,486   3,792   4,269   4,590   42% of graduates

CTE Culinary   582   636   882   845   8% of graduates

CTE Hospitality 114   111   1% of graduates

Class of 2014   Class of 2015   Class of 2016   Class of 2017

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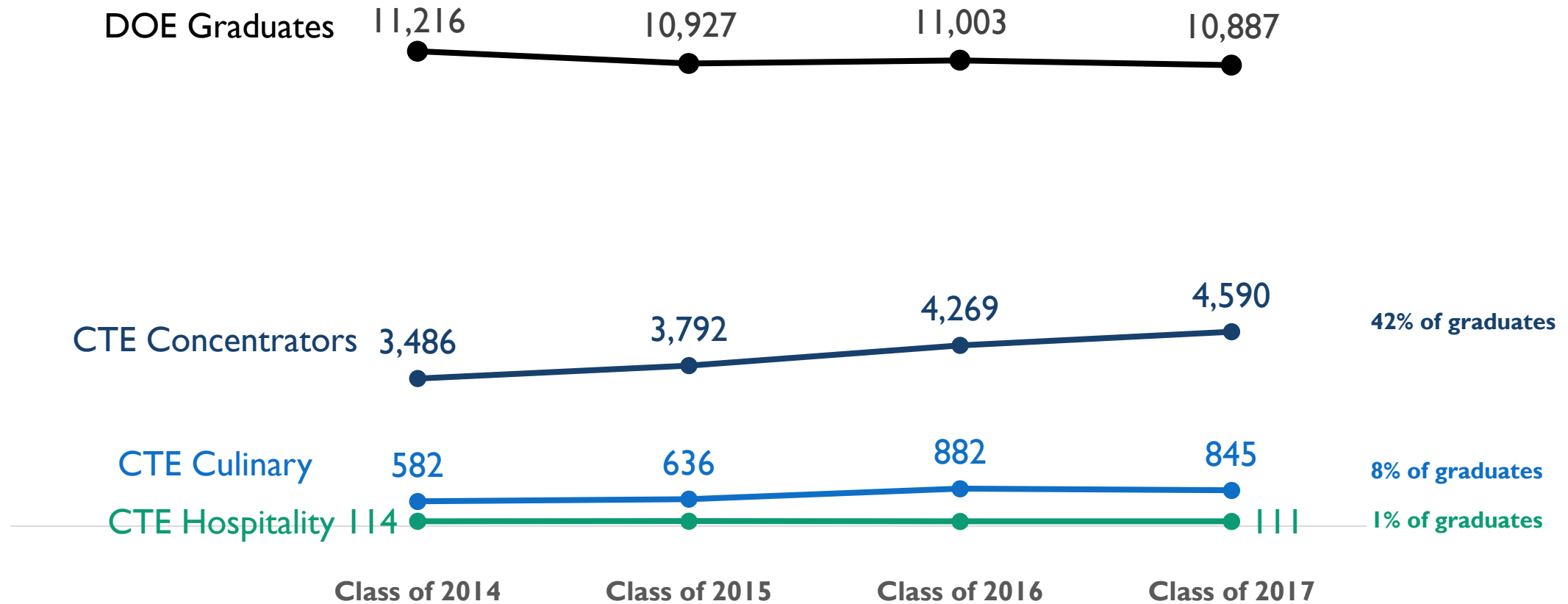
CTE concentrators in Culinary and Hospitality were more likely to directly enroll in related programs at UH.

1st Fall Major	ALL 2014-2017 GRADUATES Enrolled at UH 1st Fall (15,696)	CTE CONCENTRATORS-CULINARY (1,117)	CTE CONCENTRATORS-HOSPITALITY (182)
Culinary	3%	12%	5%
Hospitality	2%	4%	15%
All Other Majors	95%	84%	79%

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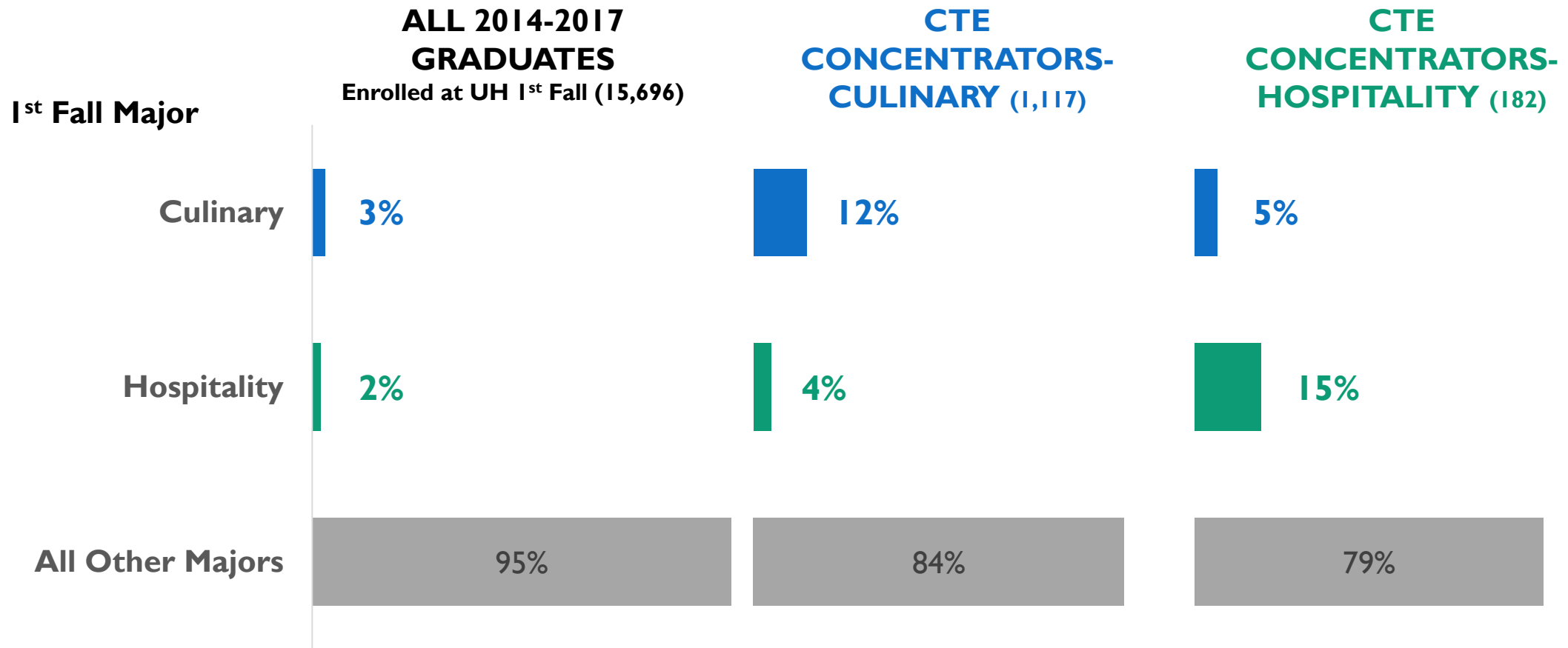
Culinary graduates were primarily employed in the Accommodation and Food Services industry (NAICS 72).

Culinary Graduates' Primary Industry of Employment

Year 1

72 Accommodation & Food Services 49%	All Other Industries 21%	Not Found Working 30%

7225 Restaurants 29%	12%	Other 72 8%

7211 Traveler Accomm.

Year 3

36%	24%	39%

17%	16%	3%

Year 5

32%	22%	46%

17%	14%	

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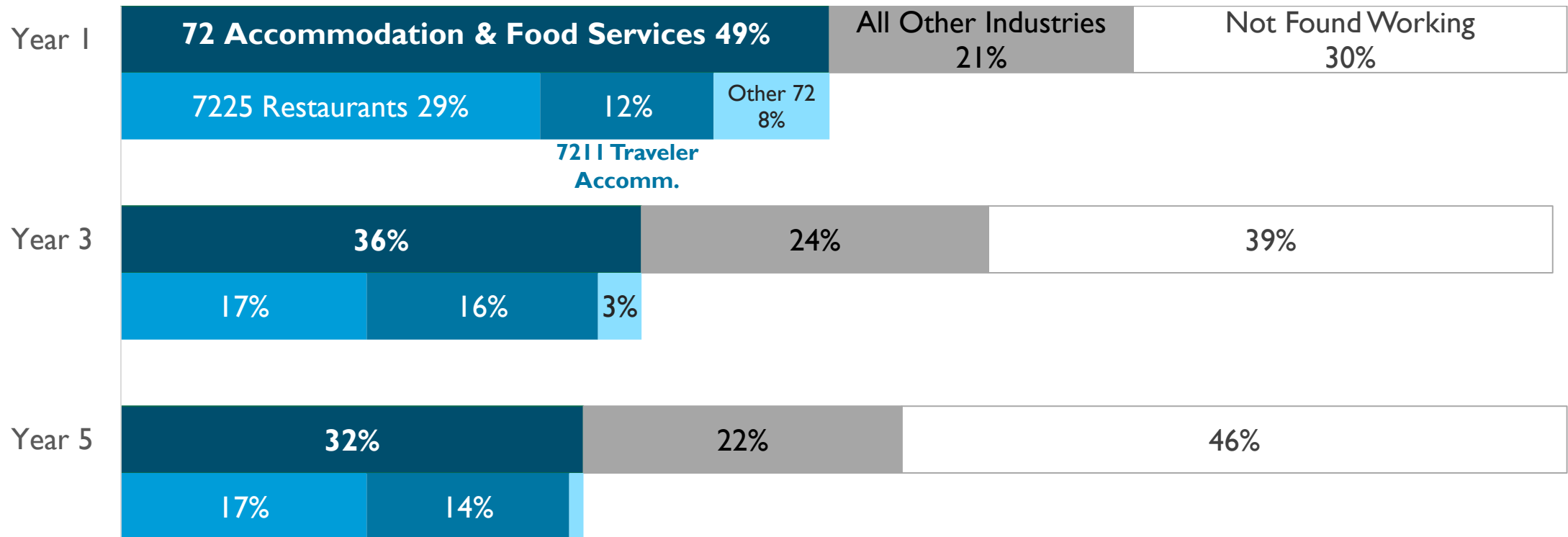
Based on 321 Culinary graduates from AY2010-AY2012 that did not earn a higher award or re-enroll at UH

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Culinary associate's degree earners had higher median wages than graduates with Culinary certificates.

Year 1
- Certificate < 1 Year: $10,886
- Certificate 1 Year: $11,933
- Associate: $20,752

Year 3
- $21,016
- $31,163
- $29,376

Year 5
- $28,367
- $30,971
- $35,383

Culinary graduates from AY2010-AY2012 that did not earn a higher award or re-enroll at UH

Hospitality graduates were primarily employed in the Accommodation and Food Services industry (NAICS 72).

Hospitality Graduates' Primary Industry of Employment

Year 1
- 72 Accommodation & Food Services 30%
- 7211 Traveler Accom 21%
- 7225 Restaurants 6%
- Other 3%
- All Other Industries 20%
- Not Found Working 50%

Year 3
- 23%
- 17%
- 4%
- 2%
- 21%
- 56%

Year 5
- 17%
- 14%
- 3%
- 20%
- 63%
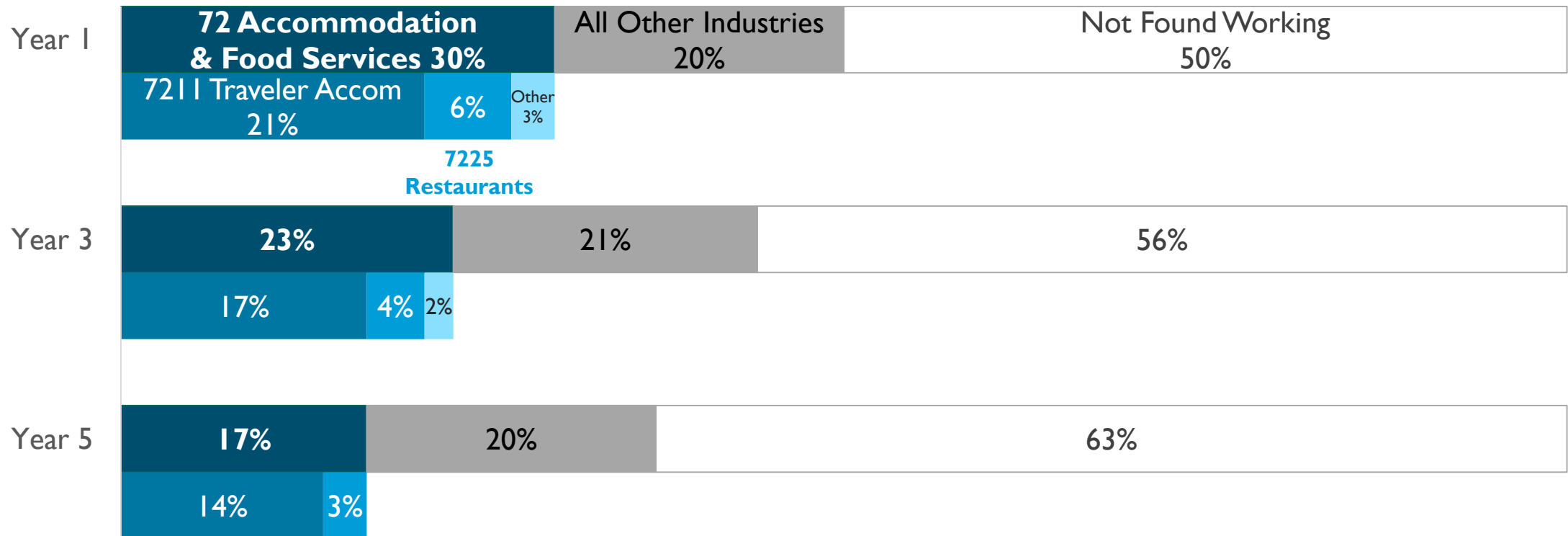
Based on 464 Hospitality graduates from AY2010-AY2012 that did not earn a higher award or re-enroll at UH

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Hospitality graduates with a bachelor's or master's degree had higher median wages than Hospitality graduates with a certificate or associate's degree.

Year 1
- Certificate or Associate: $23,770
- Bachelor or higher: $26,003

Year 3
- $27,229
- $38,490

Year 5
- $39,769
- $45,857

Hospitality graduates from AY2010-AY2012 that did not earn a higher award or re-enroll at UH

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Partners are working to close achievement gaps for their vulnerable populations.

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Early Intervention Services	Economically Disadvantaged	Native Hawaiian	Adult Education
Head Start	Special needs	Low-income	Vocational Rehabilitation
	English Learners	Underrepresented	Workforce training

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New DXP Data Sources

| Early Childhood | PK-12 | Postsecondary | Workforce |

NEW

Adult Education

MOU in development

DOH Early Intervention Services (EIS)

State Head Start programs

DHS Vocational Rehabilitation (DVR)

DLIR Workforce training programs

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For every 100 9th graders who were:	Graduated On Time	Enroll in College First Fall	Persist 2nd Fall	Degree/Certificate Within 4 Years
STATEWIDE	82	46	35	17
Economically Disadvantaged	79	36	25	12
English Language Learner	73	27	20	10
Native Hawaiian	79	35	21	9

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Data are critical to strengthening the education-to-workforce pipeline.

				FY12 SLDS Grant			FY15 SLDS Grant				?
2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020

- FY15 SLDS Grant funds ending
- Without permanent funding, capacity to fulfill requests will be severely limited

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